2023
CALENDAR
This 2023 BE4ALL calendar is a tool for your members/employees/colleagues to learn more about the different cultures and faiths that make up our ever-evolving industry. Each month highlights several important holidays/observances your peers may take part in, and even a few that might be less familiar. In addition to noting the exact date of the observance, an explanation of that particular day’s significance and history can be found directly below the calendar. For more information on a particular day, scan the QR code at the bottom of the page so you can travel to the digital BE4ALL calendar, where you can learn more about the history and tradition associated with a specific observance.

Please post this calendar in a public space, such as a break room, lunchroom, or other communal meeting areas. By doing this, we hope you can use this resource to start meaningful conversations that will enable you to learn more about your colleagues and develop a new understanding of the different cultures, ethnicities, and faiths that make up the sheet metal industry.
# Poverty Awareness Month

To raise awareness and call attention to the growth of poverty in America and the more than 40 million currently living in poverty. Manifestations of poverty include hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion, disabilities, and restricted access to participation in the democratic process, to name a few.

1 | **Abraham Lincoln Issued the Emancipation Proclamation on This Day in 1863.**

1-2 | **Haitian Independence Day & Ancestry Day**

In 1804, Haiti made history by being the first Black republic in the world and the first country in the Western Hemisphere to abolish slavery. The first two days of the calendar year are dedicated to commemorating the founders of Haiti and the individuals who sacrificed their lives during the fight for independence.

4 | **World Braille Day**

Celebrated to honor the birth of Braille’s inventor, Louis Braille. His gift to the world has brightened the lives of millions of people around the world who are blind or visually impaired.

6 | **Three Kings Day/Epiphany**

On this traditional gift-giving day in Puerto Rico, there are festivals with lively music, dancing, parades, puppet shows, camion trobadours, and traditional boats.

8 | **World Religion Day**

Celebrated as a reminder of the need for harmony and understanding between religions and faith systems.

9 | **Martin Luther King Jr. Day**

To mark the birthday of Martin Luther King Jr., the chief spokesperson for nonviolent activism in the civil rights movement, which protested racial discrimination in federal and state law.

15 | **National Day of Racial Healing**

Aims to create a brighter future, support, and build communities, and take the steps to create transformative change. It was intentionally placed the day after Martin Luther King Jr. Day, to provide a day of reflection regarding the year-round pursuit for racial equity.

22-26 | **Vietnamese Tet**

The most important celebration in Vietnamese culture, Tet Holiday carries love and hope, signifies family and friend kinship, and promises a better year ahead.

22 | **Chinese New Year**

Also known as the Spring Festival, this 15-day event celebrates the beginning of a new year on the traditional Chinese calendar or lunar calendar. Many other countries celebrate this day as Lunar New Year, such as Korea, India, Singapore, Malaysia, and more.

22 | **Ukrainian Day of Unity**

Ukrainian observance that commemorates the Treaty of Unity signed on January 22, 1919, marking the anniversary of the unification of eastern and western Ukraine.

25 | **Bell Let’s Talk Day**

A nationwide fundraising initiative, to raise awareness and combat stigma surrounding mental health. It is the largest commitment to mental health in Canada.

27 | **International Holocaust Remembrance Day**

This day commemorates and honors the six million Jewish victims of the Holocaust, and millions of other victims of Nazism, as well as encourages the development of educational programs to help prevent future genocides.
# February 2023

- **SUNDAY**
- **MONDAY**
- **TUESDAY**
- **WEDNESDAY**
- **THURSDAY**
- **FRIDAY**
- **SATURDAY**

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<td>5</td>
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**MARCH 2023**

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**DEVELOPMENTAL DISABILITIES AWARENESS MONTH**

This campaign seeks to raise awareness about the inclusion of people with developmental disabili-
ties in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.

**WOMEN’S HISTORY MONTH**

Celebrates the achievements of women in all aspects of society, including their ongoing role in shaping the world. It recognizes the contributions of women to science, culture, and industry, as well as their historical struggle for social, political, and economic equality.

**SELF-INJURY AWARENESS DAY**

International awareness day meant for learning about self-injury behaviors and for providing resources to those who are in need of help.

**INTERNATIONAL WOMEN’S DAY**

Provides a platform for women to reflect on their achievements and for recognizing the contributions of women who have made outstanding contributions to society.

**INTERNATIONAL TRANSGENDER DAY OF VISIBILITY**

Serves to recognize the accomplishments and contributions of transgender and gender non-conforming people in society, as well as raise awareness of and speak out against the harmful impacts of transphobia, discrimination on the basis of gender identity and expression, and intersecting forms of discrimination.

**INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION**

Recognized as a day on which the international community can come together to recommit our efforts to combat all forms of racial discrimination, injustice, systemic racism, and hate.

**EMANCIPATION DAY**

A day to commemorate the end of slavery in the United States, observed on March 26, 1865.

**NATIONAL EMANCIPATION DAY**

An annual holiday celebrated on March 26 to commemorate the end of slavery in the United States.

**PRINCE KOHLO DAY**

Honored all over Hawaii, parades, canoe races, and luaus commemorate this great prince who ruled over the Hawaiian Islands and made many important contributions to the development of Hawaiian culture.

**CESAR CHAVEZ DAY**

A day to honor the contributions of Cesar Chavez, a major civil rights activist and labor leader in the 20th century whose contributions have had a lasting impact on American society.

**HOLI BEGINS**

A traditional holiday celebrated in India that marks the beginning of spring.

**ST. PATRICK’S DAY**

Also called the Feast of Saint Patrick, it is a cultural and religious celebration observing the death of Saint Patrick, the foremost patron saint of Ireland.

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### WORLD AUTISM MONTH
This month is dedicated in the hopes of raising awareness, understanding, and acceptance of those with autism, as well as generating a more supportive society.

### SEXUAL ASSAULT AWARENESS MONTH
By drawing attention to assault and educating communities on the many forms it can take, this month is dedicated to recognizing the mutual obligation we have to ensure others feel safe and to support those who have experienced violence.

### CELEBRATE DIVERSITY MONTH
To recognize and honor the diversity surrounding us all by celebrating the differences and similarities that highlight our unique backgrounds, cultures, and traditions, and with the intention that people will gain a deeper understanding of each other.

### PASSOVER BEGINS
A Jewish holiday that commemorates the Biblical story of Exodus, when God freed the Israelites from slavery in Egypt.

### INTERNATIONAL DAY OF CONSCIENCE
This day was declared by the UN General Assembly to acknowledge the need for the creation of conditions of stability, well-being, and peaceful and friendly relations based on respect for human rights and fundamental freedoms for all – without distinction as to race, sex, language, or religion.

### INTERNATIONAL DAY OF CONSCIENCE
This year marks the 75th anniversary of the United Nations.

### GOOD FRIDAY
The day commemorates the crucifixion of Jesus Christ.

### EASTER MONDAY
Easter Monday is the day following Easter Sunday.

### APRIL 2023

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#### APRIL HOLIDAYS
- **Easter Monday**
- **Administrative Professionals Day**
- **Good Friday**
- **International Day of Conscience**
- **Passover Begins**
### MAY 2023

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#### MENTAL HEALTH AWARENESS MONTH
Raising awareness of mental health and the impact that trauma can have on the physical, emotional, and mental well-being of children, families, and communities.

#### ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH
Recognizes the contributions and influence of generations of Asian Americans and Pacific Islanders (AAPI) to the history, culture, and achievements of the United States.

#### LEI DAY
Since 1928, this has been a day of celebration honoring the month of Lei (May) as a time when the Hawaiian Islands was given the honor of having their first day of world peace. Each island has its own special flower of which leis are made, and these are gifted at parades and other celebrations. Whether worn for hula or given as a welcome or farewell, leis represent one singular thing: love.

#### CONSTRUCTION SAFETY WEEK
The construction industry, its clients, and business partners take this opportunity to recommit to send every worker home safe each day.

#### MAY DAY/INTERNATIONAL WORKERS' DAY
On this day in 1886, more than 300,000 workers in 13,000 businesses across the United States walked off their jobs to protest the thousands of men, women, and children who were dying every year from poor working conditions and long hours. May Day grew out of this 19th-century labor movement for worker's rights and an eight-hour workday in the U.S.

#### International Workers' Day
Since 1869, this has been a day of celebration honoring the month of Lei (May) as well as a fragrant flower lei that greets many visitors to the Hawaiian Islands. Each island has its own special flower of which leis are made, and these are gifted at parades and other celebrations. Whether worn for hula or given as a welcome or farewell, leis represent one singular thing: love.

#### MENTAL HEALTH AWARENESS WEEK
A Canadian tradition, with communities, schools, and workplaces rallying to celebrate, protect, and promote mental health. Raising awareness through education will help reduce stigma around mental illness.

#### NATIONAL SKILLED TRADES DAY
Honors skilled trades workers and aims to raise awareness about the contributions of the skilled trades workforce – particularly for young people and students who may be unsure of career opportunities in the trades.

#### NATIONAL WOMEN'S HEALTH WEEK
Celebrates not only the richness of the world's cultures, but also the essential role of intercultural dialogue for achieving peace and sustainable development.

#### WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT
Celebrates the life and memory of Harvey Milk, an extraordinary leader whose courageous work to end discrimination against the lesbian, gay, bisexual, and transgender community in the 1970s set the stage for many of the civil rights advances we see today.

#### CINCO DE MAYO
Also known as “Fiesta de Mayo” – a day that commemorates the life and contributions of the pioneering civil rights leader.

#### NATIONAL DAY OF PRAYER
On this day in 1954, the U.S. Supreme Court ruled that racial segregation in public schools was unconstitutional. While the Brown ruling applied only to schools, it implied that segregation in other public facilities was unconstitutional as well.

#### MALCOM X'S BIRTHDAY
Also known as Malcom X Day – a day that commemorates the life and contributions of the pioneering civil rights leader.

#### MEMORIAL DAY
An American holiday honoring the men and women who have died while serving in the U.S. military.
LGBTQ+ PRIDE MONTH
Celebrated annually to honor the 1969 Stonewall riots, which catalyzed the gay rights movement in the United States. Work to achieve equal justice and equal opportunity for transgender, gay, bisexual, transsexual, and questioning (LGBTQ+) Americans is the focus during this month.

MEN'S HEALTH MONTH
To heighten the awareness of preventable health problems and encourage early detection and treatment of diseases among men and boys.

CARIBBEAN-AMERICAN HERITAGE MONTH
Established to create and disseminate knowledge about the contributions of Caribbean people to the United States, from founding father Alexander Hamilton to U.S. Secretary of State General Colin Powell and Hon. Shirley Chisholm, the first Black woman to run as candidate for the President of the United States of America.

INDIAN CITIZENSHIP ACT
On this day in 1851, a passage by Congress granting citizenship to all Native Americans born in the территорal limits of the country. Despite this, many rights of citizenship were governed by the states, leaving many Native Americans disenfranchised.

18TH AMENDMENT PASSED
On this day in 1919, Congress passed the 18th amendment to the U.S. Constitution, granting women the right to vote (although African Americans and other minority women had to struggle for decades more to gain the same right).

D DAY
On this day in 1944, an international day to honor people who have been forced to flee their home country to escape conflict or persecution, and is chance to build empathy and understanding for their plight and to recognize their resilience in rebuilding their lives.

INTERNATIONAL WOMEN IN ENGINEERING DAY
This day gives women engineers around the world a profile when they are still hugely under-represented in their professions and plays a vital role in encouraging more young women and girls to take up engineering careers.

CANADIAN MULTICULTURALISM DAY
A day for all Canadians to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit, and Métis peoples.

INTERNATIONAL ALBINO AWARENESS DAY
Celebrates the human rights of persons with albinism, who face multiple forms of discrimination worldwide. Albinism is still profoundly misunderstood, socially and medically leading to various forms of stigma and discrimination.

JUNETEENTH
Marks the day when federal troops arrived in Galveston, Texas in 1865 to take control of the state and ensure that all enslaved people be freed. The troops’ arrival came a full two and a half years after the signing of the Emancipation Proclamation. Juneteenth honors the end to slavery in the United States and is considered the longest-running African American holiday.

WORLD REFUGEE DAY
An international day to honor people who have been forced to flee their home country to escape conflict or persecution, and is chance to build empathy and understanding for their plight and to recognize their resilience in rebuilding their lives.

NATIONAL INDIGENOUS PEOPLES DAY/ABORIGINAL DAY
A day for all Canadians to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit, and Métis peoples.

OBERGEFELL V. HODGES
The Obergefell v. Hodges Supreme Court decision. On this day in 2015, same-sex marriage was made legal across the United States with the Obergefell v. Hodges Supreme Court decision.

HAJJ BEGINS
One of the Five Pillars of Islam, this pilgrimage to the holy city of Mecca in Saudi Arabia is one that every adult Muslim must make at least once in his or her lifetime.

ON THIS MONTH’S EVENTS
SCAN FOR MORE INFORMATION ON THIS MONTH’S EVENTS
FRENCH-AMERICAN HERITAGE MONTH
Established to celebrate and honor the immense influence that the French have had on the United States in terms of laws, art, culture, language, and social etiquette. Currently, approximately 11.8 million Americans of French or French-Canadian descent live and work in the U.S., with about 2 million of those speaking French at home.

4 | CANADA DAY
The day commemorates the anniversary of the 1867 Constitution Act, which consolidated three territories into the single nation of Canada.

14 | INTERNATIONAL NON-BINARY PEOPLE’S DAY
Created to celebrate people who identify outside the gender binary, as well as to raise awareness of the issues that affect them and the challenges they face on a daily basis.

18 | NELSON MANDELA INTERNATIONAL DAY
In recognition of the former South African president’s contribution to the culture of peace and freedom, and his values and dedication to the service of humanity: in conflict resolution; race relations; promotion and protection of human rights; reconciliation; gender equality and the rights of children and other vulnerable groups; the fight against poverty; the promotion of social justice.

24 | PIONEER DAY
Completing a perilous thousand-mile exodus, an exhausted Brigham Young and fellow members of the Church of Jesus Christ of Latter-Day Saints arrived in Utah’s Great Salt Lake Valley on this day in 1847, viewing their arrival as the founding of a Mormon homeland.

26 | NATIONAL DISABILITY INDEPENDENCE DAY
Commemorates passage of the Americans with Disabilities Act, the U.S. law prohibiting discrimination against those with disabilities. The landmark legislation has served as a de facto bill of rights for Americans with disabilities by assuring their access to economic and civic opportunities. Its passage represented an unprecedented bipartisan effort to acknowledge the centuries of discrimination suffered by the disability community, and a fundamental change to how they live their lives.

30 | INTERNATIONAL DAY OF FRIENDSHIP
Endorsed by the United Nations, this day promotes friendship among people from diverse backgrounds.
### NATIONAL CIVILITY MONTH
To recognize that people being civil to each other is what makes the world a better place. This holiday was founded to help the world remember to treat others the way we wish to be treated ourselves — with kindness, empathy, and respect.

### EMANCIPATION DAY
Canadians are invited to reflect, educate, and engage in the ongoing fight against anti-Black racism and discrimination. On March 24, 2021, the House of Commons voted unanimously to officially designate this as Emancipation Day. It marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire. Many people are not aware that Black and Indigenous Peoples were once enslaved on the land that is now Canada. Those who fought enslavement were pivotal in shaping our society to be as diverse as it is today. Emancipation Day celebrates the strength and perseverance of Black communities in Canada.

### INTERNATIONAL DAY OF THE WORLD’S INDIGENOUS PEOPLE
This day was created by the United Nations to celebrate the culture of indigenous people on a global scale.

### LEFT-HANDERS DAY
An annual event when left-handers everywhere can celebrate their sinistrality and increase public awareness of the advantages and disadvantages of being left-handed. These events have contributed to the general awareness of the difficulties and frustrations left-handers experience in everyday life and have successfully led to improved product design and greater consideration of their needs by the right-handed majority.

### HAWAII ADMISSIONS DAY/STATEHOOD DAY
On August 21, 1959, Hawaii was officially admitted as the 50th state of the union. After being turned down in 1919, 1935, 1947, and 1950, this became a day to celebrate. Also called Statehood Day, it is recognized as a state holiday on the third Friday of August.

### INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE & ITS ABOLITION
This international day is intended to inscribe the tragedy of the slave trade in the memory of all peoples. In accordance with the goals of the intercultural project “The Routes of Enslaved Peoples,” it should offer an opportunity for collective consideration of the historic causes, the methods, and the consequences of this tragedy, and for an analysis of the interactions to which it has given rise between Africa, Europe, the Americas, and the Caribbean.

### WOMEN’S EQUALITY DAY
This day not only commemorates the passage of the 19th amendment in 1920, but also calls attention to women’s continuing efforts toward full equality.
**NATIONAL HISPANIC HERITAGE MONTH**  
(Sep 15 to Oct 15) Aims to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the American Latino community.

**NATIONAL RECOVERY MONTH**  
Aims to increase public awareness surrounding mental health and addiction recovery, and to promote and support new evidence-based treatment and recovery practices, the nation’s strong and proud recovery community, and the dedication of service providers and communities who make recovery in all its forms possible.

**LABOR DAY/LABOUR DAY**  
Celebrates the economic and social contributions of workers. It was first nationally recognized in 1894 both in Canada and the United States. The holiday began as an event organized by trade unions in support of workers who had been on strike in order to obtain higher wages, and to celebrate their victory.

**WORLD SUICIDE PREVENTION DAY**  
An opportunity to raise awareness of suicide and to promote action through proven means that will reduce the number of suicides and suicide attempts globally.

**PATRIOT DAY/NATIONAL DAY OF SERVICE AND REMEMBRANCE**  
Patriot Day is observed in the United States to commemorate the lives of those who died in the 2001 terrorist attacks on the World Trade Center in New York City and the Pentagon in Virginia and those who perished when the hijacked United Airlines Flight 93 crashed in Pennsylvania. Also recognized as the September 11 National Day of Service and Remembrance, this day is a permanent tribute to those killed and injured on 9/11, and to the many brave individuals who rose in service in response to the 9/11 terrorist attacks.

**POW/MIA RECOGNITION DAY**  
Observed across the United States to stand with military veterans and members of the Army, Navy, Marine Corps, Air Force, and Coast Guard to honor the nation’s Prisoners of War (POW) and Missing in Action (MIA) troops, and their families.

**ROSH HASHANAH BEGINS**  
Also called the Jewish New Year, this is one of Judaism’s holiest days: It commemorates the creation of the world and marks the beginning of the Days of Awe, a 10-day period of introspection and repentance that culminates in the Yom Kippur holiday.

**MEXICAN INDEPENDENCE DAY**  
Celebrates Mexico’s declaration of independence from Spain in 1810.

**INTERNATIONAL DAY OF SIGN LANGUAGES**  
To raise awareness of the importance of sign language in the full realization of the human rights of people who are deaf.

**YOM KIPPUR**  
Also known as the “Day of Atonement,” this day is considered the most important holiday in the Jewish faith. It marks the culmination of the 10 Days of Awe, a period of introspection and repentance that follows Rosh Hashanah, the Jewish New Year.

**SUCCOT BEGINS**  
Commemorates the 40 years the Jewish people spent in the desert on their way to the Promised Land after escaping slavery in Egypt. It also has roots as a ceremonial expression designed to give thanks for a bountiful crop.

**NATIONAL DAY FOR TRUTH AND RECONCILIATION**  
Canadian federal statutory holiday which gives the public a chance to recognize and commemorate the intergenerational harm that residential schools have caused to Indigenous families and communities, and to honor those who have been affected by this injustice. The day honors the children who never returned home and the survivors of residential schools, as well as their families and communities.

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**BE4ALL** has worked diligently to recognize the days of observation from the cultures and faiths that make up our skilled workforce. However, if you do not see a day of observance that you feel should be recognized, please feel free to reach out to BE4ALL, and we will gladly take a moment to learn more about that occasion and endeavor to recognize it entirely in the future.
## GLOBAL DIVERSITY AWARENESS MONTH

An awareness month with the goal of promoting respect toward various cultures. We live in a multicultural society, and embracing the values of various cultures only strengthens our understanding and appreciation of the world.

## ISLAMIC HISTORY MONTH (CANADA)

Established by the Canadian Government in 2007, IHMC aims to celebrate, inform, educate, and share with fellow Canadians the rich Muslim heritage and contributions to society: contributions in sciences, humanities, medicine, astronomy, and other disciplines that have greatly benefited human progress.

## NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

A month to pay tribute to the accomplishments of the men and women with disabilities whose work helps keep the nation’s economy strong; Americans recognize this month by reaffirming their commitment to ensure equal opportunity for all citizens.

## NATIONAL BULLYING PREVENTION MONTH

A month-long event to prevent childhood bullying and promote kindness, acceptance, and inclusion.

### 7-8 | SIMCHAT TORAH

A celebration, also called “the joy of Torah” in Hebrew, often accompanied by dancing and singing, to mark the completion of the annual reading of this section of the Bible. Each week of the year, congregations around the world read a particular portion of the Torah, called a parashah, in a specified order. Observant Jews do not work or travel on this yom tov or “holy day.”

### 9 | INDIGENOUS PEOPLES’ DAY

A holiday in the United States that celebrates and honors Native American peoples and commemorates their histories and cultures.

### 19 | THANKSGIVING (CANADA)

In Canada, Thanksgiving is celebrated on the second Monday in October. Many Canadians use this day to visit family and friends who live far away or have them to their homes. Most people prepare a special meal during the long weekend. It is traditionally celebrated on this date as it signifies when the Canadian harvest will be complete.

### 26 | WORLD MENTAL HEALTH DAY

An international day for global mental health education, awareness, and advocacy against social stigma. The day provides an opportunity for all stakeholders working on mental health issues to talk about their work, and what more needs to be done to make mental health care a reality for people worldwide.

### 30 | NATIONAL COMING OUT DAY

An annual LGBT awareness day observed to support lesbian, gay, bisexual, and transgender people in “coming out of the closet” and expressing their sexuality to the world in order to end the stigma.

### 31 | WORLD SIGHT DAY

An international day of awareness, held every October to focus attention on the global issue of eye health. It is a call to action for people to prioritize their own eye health, and for leaders to ensure eye care is accessible, inclusive, and affordable to everyone, everywhere.

### 14 | INTERNAL PRONOUNS DAY

Seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender non-conforming people.

### 8 | NATIONAL COMING OUT DAY

An annual LGBT awareness day observed to support lesbian, gay, bisexual, and transgender people in “coming out of the closet” and expressing their sexuality to the world in order to end the stigma.

### 12 | WORLD SIGHT DAY

An international day of awareness, held every October to focus attention on the global issue of eye health. It is a call to action for people to prioritize their own eye health, and for leaders to ensure eye care is accessible, inclusive, and affordable to everyone, everywhere.

### 20 | CONSTRUCTION INCLUSION WEEK

This week is the first effort to harness the collective power of general contractors, specialty contractors, subcontractors, and suppliers. The objective is to build awareness of the need to improve diversity and inclusion in the construction industry by providing content and resources.

### 16 | INTERNATIONAL PRONOUNS DAY

Seeks to make respecting, sharing, and educating about personal pronouns commonplace. Referring to people by the pronouns they determine for themselves is basic to human dignity. Being referred to by the wrong pronouns particularly affects transgender and gender non-conforming people.
and sacrificed for their country. Every individual, young and old, is encouraged to remember all the Canadian, American, and Allied soldiers from World War I and II who served to liberate the world from tyranny in Arlington, Virginia.

In Canada – A day for all Canadians to remember the men and women who served and made the ultimate sacrifice during World War I and II, and to honor all veterans of Canada’s Armed Forces, past and present.

In the U.S. – For honoring military veterans of the United States Armed Forces. The observance originated in 1919 on the first anniversary of the 1918 armistice that ended World War I and was known as Armistice Day. It was commemorated in 1921 and named by President Calvin Coolidge as a legal national holiday in 1926. In 1954, the name of the holiday was changed to Veterans Day to honor veterans of all wars and to become a day to honor all veterans.

NATIVE AMERICAN HERITAGE MONTH
A time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. It’s also an opportunity to educate the general public about Native cultures, languages, and traditions.

MOVEMBER/MEN’S HEALTH AWARENESS MONTH
A month-long campaign to bring awareness to men’s health issues, particularly prostate cancer and testicular cancer, and to encourage men to take action for their health.

INTERNATIONAL MEN’S DAY
An annual event involving the growing of mustaches during the month of November to raise awareness of men’s health issues, such as prostate cancer, testicular cancer, and men’s suicide. Since 2003, Movember has funded more than 1,250 men’s health research projects around the world, challenging the status quo, shaking up men’s health research and transforming the way health services reach and support men.

INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN
A United Nations holiday was founded to encourage respect among various people regardless of culture, language, religion, or ethnicity.

TRANSGENDER AWARENESS WEEK
A week when transgender people and their allies take action to bring attention to the community by educating the public about who transgender people are, sharing stories and experiences, and advancing advocacy around the issues of prejudice, discrimination, and violence that affect the transgender community.

NATIONAL APPRENTICESHIP WEEK
A nationwide celebration where industry, labor, equity, workforce, education, and government leaders host events to showcase the successes and value of registered apprenticeships.

INTERNATIONAL CONSTRUCTION DAY
A day to celebrate the dedicated, hard-working people instrumental in building and connecting our communities through infrastructure. This is a day to recognize the industry’s efforts to attract and retain a talented, diverse, and inclusive workforce.

NATIONAL CONSTRUCTION DAY
A Canadian holiday to celebrate the dedicated, hard-working people instrumental in building and connecting our communities through infrastructure.

THANKSGIVING (U.S.)
A “festival of lights” that celebrates the triumph of light over dark and good over evil, the arrival of spring, and the blessings of victory, freedom, and enlightenment. Primarily celebrated by followers of the Hindu, Sikh, and Jain faiths.

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### December 2023

#### Universal Human Rights Month
A time for people in the U.S. and around the world to join together and stand up for the rights and dignity of all individuals.

1. **World AIDS Day**
   - An opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

2. **International Day for the Abolition of Slavery**
   - The focus of this day is on eradicating contemporary forms of slavery, such as trafficking in persons, sexual exploitation, the worst forms of child labor, forced marriage, and the forced recruitment of children for use in armed conflict.

3. **International Day of Persons with Disabilities**
   - Aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic, and cultural life.

7. **Pearl Harbor Remembrance Day**
   - Commemorates the attack on Pearl Harbor, in Hawaii, during World War II, in which many American service men and women lost their lives or were injured.

7-15. **Chanukah (or Hanukkah)**
   - An eight-day Jewish celebration, also referred to as the “Festival of Lights,” it commemorates the rededication during the second century B.C. of the Second Temple in Jerusalem, where Jews had risen up against their Greek-Syrian oppressors in the Maccabean Revolt.

10. **Human Rights Day**
    - A holiday adopted by the UN in 1948 following the Universal Declaration of Human Rights, a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being – regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth, or other status.

14. **Kwanzaa Begins**
    - A week-long holiday celebration of African-American heritage, unity and culture inspired by African harvest celebrations.

#### December Calendar

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- **Scan for more information on this month’s events**